



Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly

December 2015

2015 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The statements below are an addition to the 2008- 2015 Updates and the December report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers who are minority;
- reviewing the age and experience of teachers for continued professional development and mentoring needs; and
- retaining teachers for a longer period of time.

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers increased by 0.65% from 2014 to 2015.
- The percentage of teachers who are black has decreased by 0.3%

Age & Experience

- 48.1% of our teachers have 10 or fewer years of experience with 0.9% increase in teachers 0-5 years.

Teacher Workforce Dynamics

- Based on available data through 2011, the percentage of first-year teachers who left the classroom after only one to three years decreased by 4.8% compared to the previous year.
- Based on available data through 2009, the percentage of first-year teachers who left the classroom after only one to five years decreased by 3.9% compared to the previous year.
- District hiring rates remained steady at 11.2%, and increase of 0.5% from 2013.
- The percentage of district new hires who were first year teachers decreased by 1.4%.

Gender and Race/Ethnicity Trends, 2008-2015

	2008	2009	2010	2011	2012	2013	2014	2015
Total Teachers	70,825	71,737	71,156	69,249	68,896	69,025	69,407	69,859
GENDER								
Female	78.4%	78.4%	78.4%	78.6%	78.4%	78.3%	78.1%	78.1%
Male	21.0%	21.0%	21.0%	20.9%	21.1%	21.1%	21.3%	21.4%
RACE/ETHNICITY								
BLACK	6.3%	6.3%	5.9%	5.5%	5.3%	5.2%	5.2%	4.9%
OTHER¹	1.0%	1.0%	1.1%	1.3%	1.4%	1.5%	1.6%	1.6%

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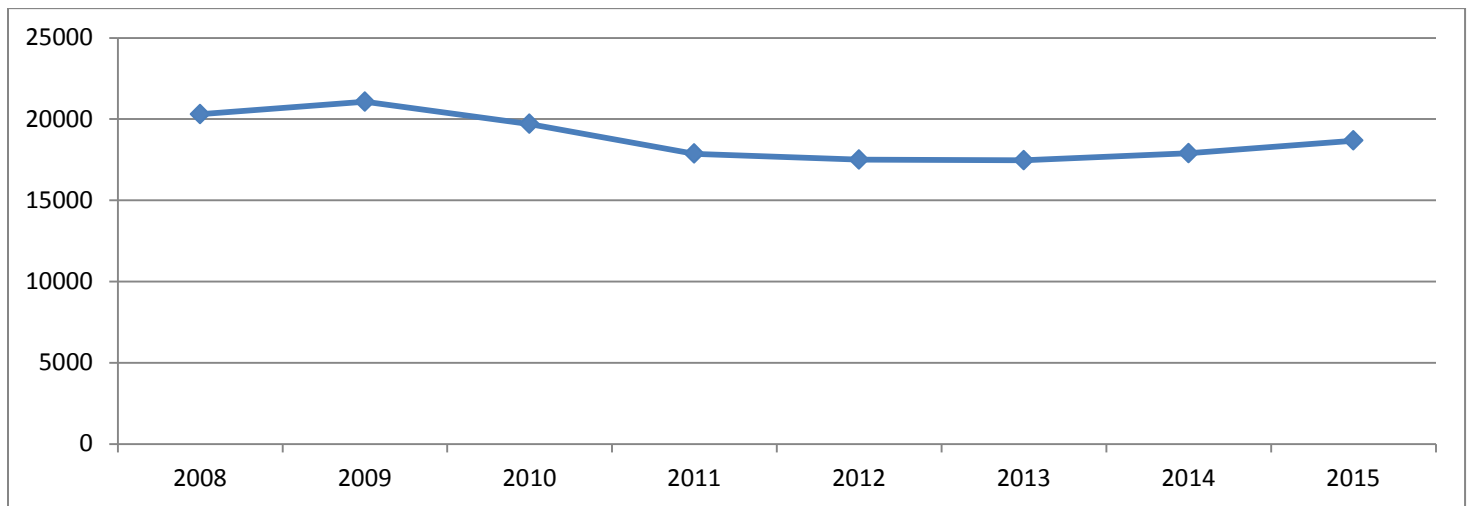
¹ Refers to all non-white, non-black race/ethnicities

Age Trends, 2008-2015

AGE GROUP	2008	2009	2010	2011	2012	2013	2014	2015
20-29	17.1%	17.0%	16.2%	15.4%	14.9%	14.9%	15.3%	15.3%
30-39	28.0%	28.3%	28.7%	29.6%	30.1%	30.4%	30.5%	30.9%
40-49	23.6%	23.8%	24.4%	25.2%	25.6%	25.8%	26.4%	27.1%
50-59	23.1%	22.4%	22.3%	21.7%	20.8%	20.0%	19.4%	19.2%
60 +	6.1%	6.6%	7.1%	7.2%	7.1%	7.2%	7.0%	6.8%

Experience Trends, 2008-2015

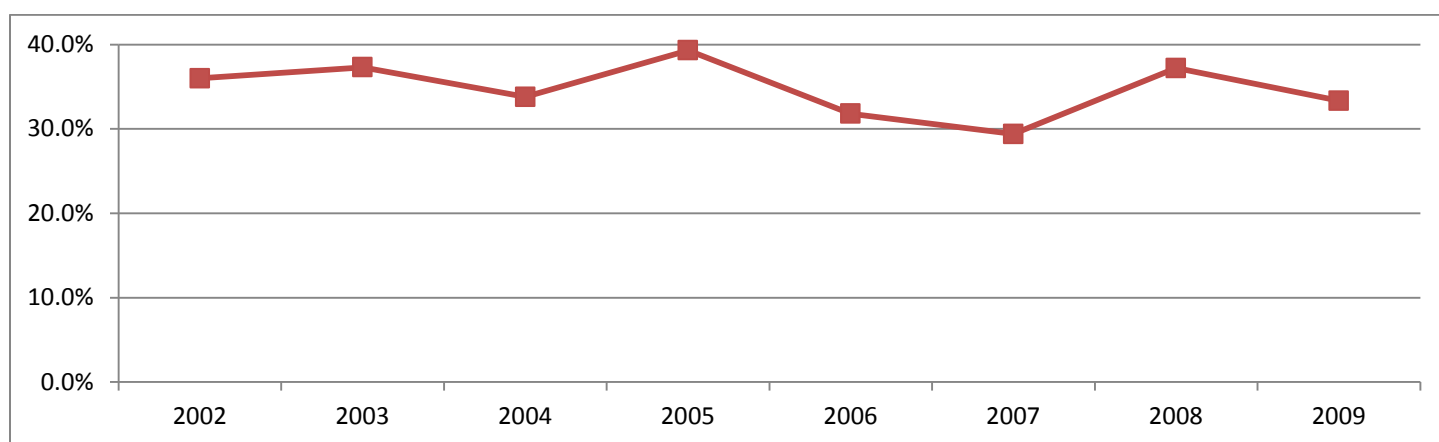
YEARS OF EXPERIENCE	2008	2009	2010	2011	2012	2013	2014	2015
0-5	28.7%	29.4%	27.7%	25.8%	25.4%	25.3%	25.8%	26.7%
6-10	22.4%	21.5%	21.5%	22.1%	22.1%	22.3%	22.4%	21.4%
11-15	16.4%	16.9%	17.9%	18.9%	19.3%	17.6%	18.4%	17.9%
16-20	11.1%	11.4%	12.1%	13.0%	13.8%	14.3%	14.7%	15.2%
20+	21.3%	20.6%	20.5%	20.0%	19.1%	18.8%	18.3%	18.3%

Percent of Teachers with 0-5 Years of Experience, 2008 to 2015

Missouri's Public School Work Force, 2002-2014

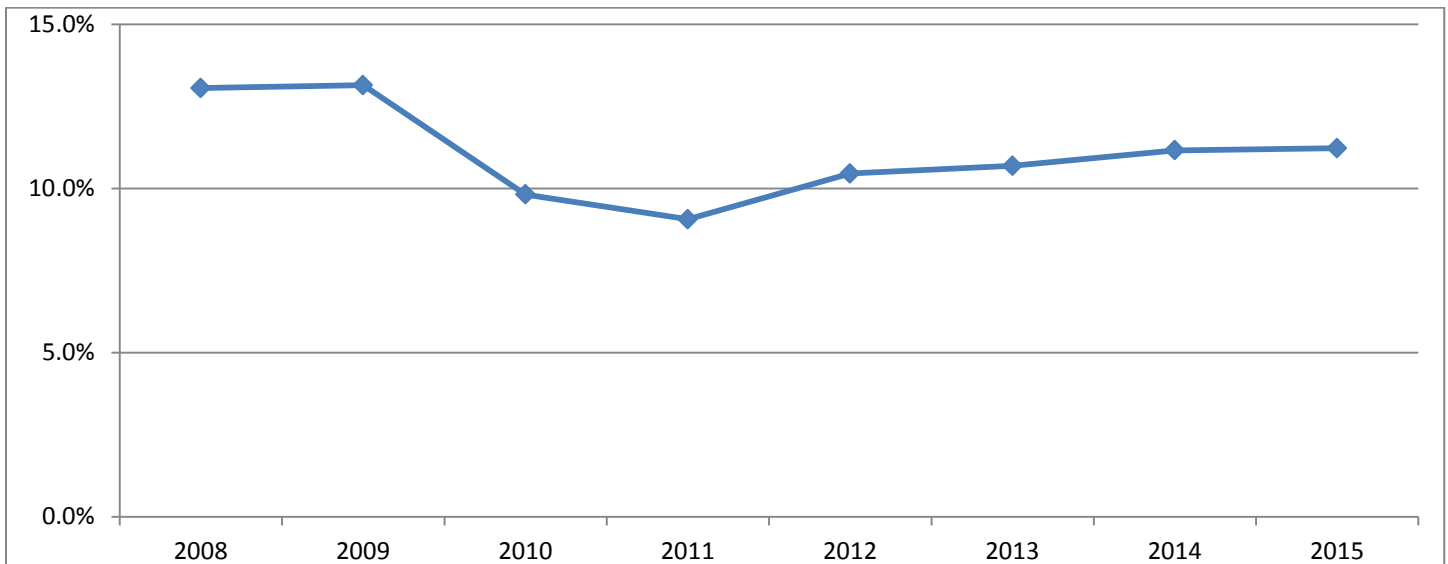
	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total Teachers	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996	67,600	68,850	69,336
First-Year Teachers	4,802	4,439	3,428	4,285	4,668	4,597	4,864	5,353	4,933	4,031	4,434	4,040	4,505
% of First-Year Teachers who left the classroom--													
After 1-3 Years	30.3%	27.0%	26.7%	25.4%	26.7%	28.2%	23.4%	17.8%	29.2%	24.4%	N/A	N/A	N/A
After 1-5 Years	36.0 %	37.3%	33.8%	39.3%	31.8%	29.4%	37.2%	33.3%	N/A	N/A	N/A	N/A	N/A

*N/A means "data not yet available." For example, for those who were first-year teachers in 2012, the percentage that leaves in the first three years will not be known until 2015, when three full years have passed.

Teachers Leaving Missouri's Public School Work Force After 1-5 Years, 2002-2009**Teachers Entering Missouri's Public School Work Force, 2008-2015**

	2008	2009	2010	2011	2012	2013	2014	2015
Total Teachers	70,825	71,737	71,156	69,249	68,896	69,025	69,407	69,859
District New Hires	9,247	9,248	6,985	6,273	7,203	7,377	7,745	7,840
Teacher Hiring Rate	13.1%	13.1%	9.8%	9.1%	10.5%	10.7%	11.2%	11.2%
Percent of District New Hires who are--								
First-Year Teachers	54.6%	58.3%	64.6%	65.1%	63.0%	59.1%	58.2%	56.8%
From Out-of-State or Private School	6.1%	5.3%	5.0%	5.4 %	4.5%	5.1%	5.4%	5.8%
From Another District	39.3%	36.4%	30.5%	29.6%	32.6%	36.0%	36.5%	37.5%

Hiring Rates, 2008-2015



District New Hires, 2008-2015

